

Just what the doctor ordered

When you're a team member down, the knock-on effects can be significant.

Over the coming weeks, we'll talk you through the ABCs of absence, helping you build a healthier, more engaging work environment, battle the bugs (and the bunking off), and stay productive when sickness strikes.

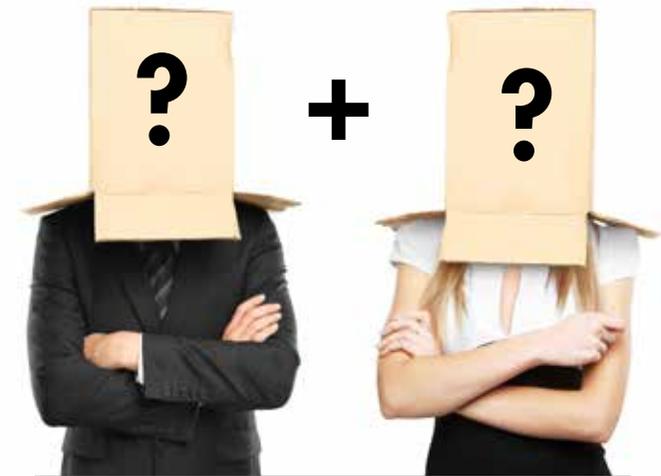
About us

Office Angels sources talented and hardworking office professionals across every sector and region of the UK. With an extensive network of branches, we pride ourselves on being able to offer a local service with a national footprint.

We take the time to understand your business, so we're poised to deliver first-class talent when absence leaves you in the lurch. We have temporary staff ready and waiting every morning for those last minute emergencies and will supply the perfect permanent addition to your team so you can tackle the issue long-term.

CALCULATING THE IMPACT OF ABSENTEEISM

How to curb the causes, cost and consequences of employee absence



To find out which age group are most likely to 'pull a sickie', visit our website.



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For more information, get in touch with your local Office Angels.

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RECRUITMENT CONSULTANTS

PROPER POORLY OR SICK OF THE JOB?

Absenteeism – due to illness, genuine or not – is alive and well in British business.

The latest research from the Office for National Statistics (ONS) reports 131 million days sacrificed to sickness absences in the UK in 2013. And according to recent PwC research, absenteeism costs UK business more than £23bn a year.

So what's keeping colleagues under the covers? Minor illnesses and neck, back and joint pain account for the majority of absences, but sickies take their toll too. PwC's research also revealed that one in three UK workers have played hooky during their career to nurse hangovers, attend interviews, or simply take time out from a less-than-riveting role.

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Office Angels has teamed up with research experts Opinion Matters to survey over 1000 UK office workers, bringing you first-hand findings on how employees really feel about absence from work, the impact on those employees left to pick up the slack, and most importantly what employers can do to alleviate the knock on effects.

PRESSURE TO PERFORM THE FLIP SIDE OF FAKING IT

While some workers spend time (and your money) dosing up on daytime TV, others feel compelled to turn up to work even when poorly, with potentially damaging effects to their wellbeing, productivity and the whole team's morale.

90% of UK office workers
have not bunked off in the
last 12 months

Our research revealed that 10% of UK office workers have bunked off in the last twelve months however, the vast majority (90%) don't pull sickies, but they do get sick. How are you managing sickness in your company? How do you support your sick employees and protect productivity versus managing the impact on your healthy employees so infections don't spread and those left holding the fort don't crumble under the extra pressure and workload?

It can be challenging for businesses to strike the right balance, but creating a motivational, stimulating and supportive culture can encourage employees to take the time they need, without taking advantage.

THE BASICS OF BETTER ABSENCE MANAGEMENT

Each fortnight we'll explore different aspects of absenteeism, but in the meantime let's get started with the basics.

Keep track of time off.

If you haven't already, put in place policies that help you take stock of employee absence and be kept in the loop with absence records. This could include return to work interviews, compassionate leave policies (so employees don't feel pressured to call in sick) and disciplinary procedures for excessive absence.

Empower line managers.

Line managers need to be experts in your company's attendance policies and procedures and trained to manage absence within their teams. Being flexible in allowing employees time off at short notice will also help reduce absenteeism. Having a clear process in place will not only support the management of absenteeism but will also result in employees knowing the rules around taking sick leave and handover processes.

Have a solid team structure in place.

Having regular team meetings and transparency within the department will help ensure that productivity doesn't come to a resounding halt if a colleague is off unexpectedly.